

Consolidated Financial Results for the 3rd Quarter Ended December 31, 2015

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(Note: Amounts below one million yen are rounded down.)

(1) Consolidated Operating Results (Accumulated Total)

Fiscal Year (end)	Sales		Operating Income		Ordinary Income		Net Income	
	(Million yen)	(%)	(Million yen)	(%)	(Million yen)	(%)	(Million yen)	(%)
FY2016 3Q	375,826	28.8	20,892	28.9	20,932	27.4	12,669	45.8
FY2015 3Q	291,876	9.7	16,211	29.5	16,424	31.5	8,692	32.3

Note: Comprehensive income of FY2016 3Q is 13,228 million yen(56.1%), of FY2015 3Q is 8,473 million yen(9.9%)

Fiscal Year (end)	Net Income per Share	Diluted Net Income per Share
	(Yen)	(Yen)
FY2016 3Q	55.70	53.82
FY2015 3Q	39.64	36.92

Note: The company conducted a 3-for-1 stock split for shares of common stock of the Company with October 29, 2015 as the effective date. Accordingly, the amount of net income per share is calculated based on the assumption that the share split was conducted at the beginning of the previous fiscal year(FY2015).

(2) Consolidated Financial Positions

Fiscal Year (end)	Total Assets	Net Assets	Equity Ratio
	(Million yen)	(Million yen)	(%)
FY2016 3Q	234,599	127,988	51.9
FY2015	228,663	103,969	43.1

Note: Stockholders' equity as of FY2016 3Q is 121,841million yen, as of FY2015 is 98,562 million yen

(3) Dividends on Common Stock

Fiscal Year (end)	Dividend per Share (yen)				
	1 st Quarter	2 nd Quarter	3 rd Quarter	Year-End	Full-Year
FY2015	—	14.00	—	18.00	32.00
FY2016	—	18.00	—		
FY2016 (FORECAST)				6.00	—

Note: *Revision of the forecast in the fiscal year ending March 31, 2016.

* The company conducted a 3-for-1 stock split for shares of common stock of the Company with October 29, 2015 as the effective date. Accordingly, the amounts calculated after the share split are stated for the Year-End dividend per share for FY2016(forecast).

* The Year-End dividend per share for FY2016(forecast), calculated without considering the share split, are 18 yen which is the same amount with the previous forecast on May 12, 2015

TEMP HOLDINGS

(4) Consolidated Forecast of Results for the Fiscal Year ending March 31, 2016

(% represents the change from the same period in the previous fiscal year)

	Sales		Operating Income		Ordinary Income		Net Income		Net income per share
	(Million yen)	(%)	(Million yen)	(%)	(Million yen)	(%)	(Million yen)	(%)	(yen)
FY2016	515,000	28.4	26,000	10.8	26,200	10.2	15,250	13.6	66.60

Note: Revision of the forecast in the fiscal year ending March 31, 2016.

* The company conducted the 3-for-1 stock split for shares of common stock of the Company with October 29, 2015 as the effective date. Net income per share is calculated based on the assumption that the share split was conducted at the beginning of the fiscal year(FY2016).

(5) Sales and OP income by Segment

We changed segment structure from the present term as followings;

(A) Sales

Segment				
	FY2015 3Q	FY2016 3Q	Ratio (%)	YoY (%)
Temporary staffing/BPO*1	218,228	295,010	78.5	135.2
ITO *1	16,013	17,185	4.6	107.3
Engineering	17,480	17,334	4.6	99.2
Recruiting	42,468	48,900	13.0	115.1
Other businesses	2,303	3,031	0.8	131.6
Adjustments *2	-4,619	-5,635	-1.5	-
TOTAL	291,876	375,826	100.0	128.8

(B) OP income

Segment				
	FY2015 3Q	FY2016 3Q	Ratio (%)	YoY (%)
Temporary staffing/BPO*1	10,014	12,718	60.9	127.0
ITO *1	934	1,063	5.1	113.8
Engineering	972	1,110	5.3	114.2
Recruiting	2,998	4,657	22.3	155.4
Other businesses	131	169	0.8	128.9
Adjustments *2	1,159	1,172	5.6	101.1
TOTAL	16,211	20,892	100.0	128.9

Note

*1 BPO: Business Process Outsourcing, ITO: IT Outsourcing

*2 Adjustments represent eliminations of transactions between segments and the revenues and costs of Temp Holdings.